

1997-98 SESSION
COMMITTEE HEARING
RECORDS

Committee Name:

Joint Committee on
Finance (JC-Fi)

Sample:

Record of Comm. Proceedings ... RCP

- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

➤ Appointments ... Appt

➤ **

➤ Clearinghouse Rules ... CRule

➤ **

➤ Committee Hearings ... CH

➤ **

➤ Committee Reports ... CR

➤ **

➤ Executive Sessions ... ES

➤ **

➤ Hearing Records ... HR

➤ **

➤ Miscellaneous ... Misc

➤ 97hrJC-Fi_Misc_pt176

➤ Record of Comm. Proceedings ... RCP

➤ **

April 22, 1997, ¹⁹⁹⁷ Respected WI State Senate Sub Finance Committee

- My name is Leela Shegane, 2305 Corona Ave #2
Eau Claire WI 54601
(715) 839-7453.

- I am a senior in the New American Indian Studies
major at U.W.E.C.

- I am currently the President of the NASA Native Am
Students Association at U.W.E.C.

Also work part time w/ Dick Florence in Arts & Sciences
continuing ed for Distance Education. We have just
completed a class "teaching Ho Chunk Indian History"
w/ a Native Instructor and I facilitated all of
the Ho Chunk Study centers to come on line to
attend that class. We had 45 Ho Chunks enrolled.
I am proud of that success.

- I was born in WI Rapids to Ho Chunk and Potawatomi
grandparents. I am doubly qualified to be enrolled
w/ the Ho Chunk to engage in their lucrative gaming
profits. However being patrilineal, ~~as~~ I was
enrolled w/ the Kansas Band of Prairie Potawatomi.

The Kansas tribe is destitute so their funds get spent
in that state. I have to take out loans to take ~~act~~
the place of that 40% of Indian Education monies.

I am a single parent to a 10yr old, 4th grader.
I am fortunate to live in govt subsidized housing
so my rent is 195⁰⁰/mo. The full price of this
2 brm apt is 625⁰⁰/mo. I can not afford
to pay the full price. ~~big~~

My land lords are very understanding, and
let me pay my rent in two installments.
I got really frustrated a month ago when I could not
afford to buy a gallon of milk for my only son - 10yr old

my landlords let me split the rent when I told them that I couldn't afford tuna for my tuna helper.

BA I am 18 credits away from my undergrad degree. I am planning on attending law school in either Boulder Colo., or Arizona. I hope that I can somehow continue to afford to attend the University. Please reinstates the tribal educational monies that were ~~at~~ abolished two years ago...

So that hard working Indian peoples can continue to develop their full potential to assume much needed leadership roles in the years ahead.

We tribes want to continue the construction of long absent tribal infrastructure.

If In the case where tribal gaming is phased out. Solid Indian Education is the largest key to continued Native American self sufficiency.

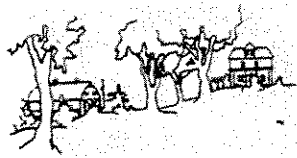
Sincerely

Lela M Sheyonee

2305 Lorona Ave #2

San Claire WI 54701

(715) 839-7453



BROTOLOC HEALTH CARE SYSTEMS, INC.

2625 Morningside Drive
Eau Claire, WI 54703
Corporate Office (715) 832-5085
FAX: (715) 832-8097

DARRELL TORRENCE, ACSW, MBA
President

POSITION STATEMENT
on the
1997-99 BUDGET BILL

The Wisconsin Association of Residential Facilities is an organization representing providers of community residential services for the elderly, people in corrections, and people with developmental disabilities, chronic mental illness and alcohol and drug abuse problems. These services are provided in a variety of settings in Wisconsin, such as community-based residential facilities, adult family homes and other supported living environments.

The major sources of funding for these services are through the Community Options Program (COP), the Community Integration Program (CIP) and Community Aids.

We have reviewed the 1997-99 budget bill, and we would like to make these comments:

1. We are very concerned with the \$7.3 million cut in the Community Aids allocation, and with the \$31.8 million/year reduction in the state's commitment of GPR funding to Community Aids and with the replacement of that funding with federal dollars for which there is only a one-year commitment.
2. In January of 1997, a new licensing rule governing community-based residential facilities, HFS-83, was put into effect. While many of the provisions of the new rule are timely and necessary, there are also stringent requirements which are significantly increasing the costs of operating a CBRF. We cannot face these increased costs, and at the same time survive a cut in Community Aids-- our most basic funding source. The legislature needs to either give us the funding we need to implement these rules or repeal them.
3. We support the 1997-99 budget bill's proposed per diem increase in CIP IA funding from \$153 to \$184, but we also propose a similar increase in the CIP IB funding.

The increase in the CIP IA funding is helpful, but the reality is that in many situations, community aids funding is used to supplement CIP IA and IB funds because they are not adequate to provide the level of care required for an individual. A cut in community aids funding will prevent community placements for some individuals.

4. We support, as a starting point, the \$4.3 million increase in COP funding which will increase the number of COP slots by 800, but in addition to that, we propose that the state eliminate the waiting list and restore the transfer of nursing home funds to COP through a reinstatement of Act 469. We also propose a repeal of the current 25% cap on the use of COP funds in community-based residential facilities.

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39 Odanah, Wisconsin 54861

April 22, 1997

Governor Thompson and
Members of the State Legislature
Madison, WI

Dear Governor Thompson and State Legislators,

My name is John Wilmer, I am the Tribal Chairman of the Bad River Band of Lake Superior Tribe of Chippewa Indians. My purpose in sending this letter is to support restoration of the Wisconsin Indian Assistance Grant to its' former level of \$2,200. per year.

Unfortunately, due to other important business I am unable to attend the hearing today so I have asked our Education Director to deliver this letter.

As a former Wisconsin Indian Assistance Grant Recipient and former Student Financial Aid Counselor at Northland College, I am fully aware of the value of this grant to Wisconsin Indian Students. I am also aware of the negative effects the 50% cut to this program has had on our students. In the first year of the cut, 14% of Bad River Students either dropped out or did not attend school because of the additional financial burden.

According to statistics from the 1996 Bureau of Indian Affairs Labor Force Report and the 1990 U.S. Census; the Bad River Tribe has 6,284 tribal members, 1,199 of whom live on the reservation, the median household income for our township is \$13,148., as opposed to \$19,012., for the rest of Ashland County. Although employment on the reservation is at a record high due to gaming and other economic development initiatives, unemployment is still in excess of 42%.

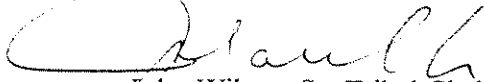
Due to local infrastructural, programmatic and business needs the tribe is not able to give out per capita funds to tribal members and there is no plan to do so in the near future. Federal and state budget cuts have reduced all of our service programs to tribal members, these have had to be replenished with gaming and business profits but there still is not enough.

Since 1983 the tribe has had a Higher Education Grant Program which has contributed up to 50% of tribal students unmet need after other funding sources are exhausted. Until recently the other 50% was met with the state Indian Grant. Since the state cut this grant

our students have been suffering, the tribe has not been able to totally replace this grant amount for our students.

I respectfully urge you to reinstate the Wisconsin Indian Assistance Grant to its' former level.

Sincerely,

A handwritten signature in cursive script, appearing to read "John Wilmer Sr.", written in dark ink.

John Wilmer Sr. Tribal Chairman

FINANCIAL AID OFFICE
715/682-1255

NORTHLAND
A LIBERAL ARTS / ENVIRONMENTAL
COLLEGE

ASHLAND, WISCONSIN 54806 • 715/682-1699

April 18, 1997

Senator Bob Jauch
Wisconsin State Capitol
Capitol Office 11-S
Madison, WI 53702

Dear Senator Jauch,

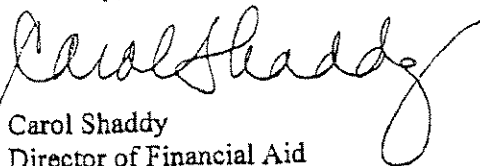
I am writing to support your amendment to Tommy Thompson's biennial budget to reinstate the State Indian Grant for Higher Education at its previous level of \$2,200. I feel that the previous legislative action taken to reduce this grant was taken without any substantive research, and was based on a knee-jerk reaction by a particular legislator relating to his perception of gaming revenues available for tribes to fund higher education.

As you well know, the gaming operations at Bad River and at Red Cliff have provided employment on the reservation, but are not substantial revenue producers for the tribe. The tribe is not able to increase grants based on additional revenues from casino operations, and students have suffered with the reduction of the State Indian Grant. Further, as college costs have increased, and federal and state grants have stayed static at best, or decreased as in this case, Native American students are forced to rely more on student loans. With historic levels of unemployment on reservations, students are wary of taking substantial debt for higher education. This has discouraged enrollment for many local students.

Northland College has acted to make up a portion of the decrease in the State Indian Grant, but with Northland's increasing costs of education, it has not kept pace with the increased cost to the student. I will speak in defense of tuition increases also, since colleges across the country are facing very substantial costs for improving technology and upgrading facilities. As an environmental college, Northland has educated many of the tribal biologists as well members of tribal governments for the Bad River and Red Cliff tribes, and numerous Northland graduates are also on staff at Great Lakes Indian Fish & Wildlife Commission. The importance of higher education in management of tribal natural resources as well as in tribal government is increasing. This is not the time to reducing support for higher education.

I applaud your efforts to reinstate the State Indian Grant to its previous level of \$2,200 annually for a Native American student who qualifies and shows financial need. I will be happy to provide more detailed data on current and historical enrollments of Native American students at Northland if it would be helpful to you.

Sincerely,


Carol Shaddy
Director of Financial Aid

CS/bln

Bad River Education Department
P O. Box 39
Odanah, WI 54861

April 15, 1997

Dear Director,

I am a member of the Bad River Band of Lake Superior Chippewa Indians. I was born on the reservation and have lived here all my life. I have always been an advocate of higher education. In fact, I believe that my persistence and the tribes financial assistance, in this belief has paid off. I am a first generation college graduate in my nuclear family. Both of my children, who are also tribal members, have graduated from Northland College in Ashland, WI with degrees in various areas. We are all employed in full time permanent jobs with career advancement opportunities available to us.

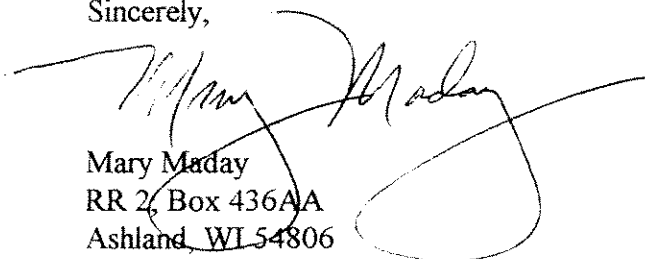
In particular, after graduation, I was hired to prepare and submit grant applications to federal and state governmental agencies for funding consideration. I've been developing applications for about five years now and I doubt that I would have been hired to do this type of work if I hadn't graduated from college. I contribute my employment success to self confidence that was gained as a result of achieving my educational goal.

I think of education as an opportunity toward greater self development. I also believe that less fortunate Americans should have educational opportunities available to them because without opportunities comes greater dependence on social programs.

Historically, statistics regarding Native American populations indicate that they are poor, unemployed or under employed, and lack skills and education. It would seem to me that governmental responsibility requires that these populations receive first priority for continued financial support for education services and skill building opportunities. I also believe that reducing education grants to minority and low income populations such as Native Americans will eventually have a detrimental affect on the country's health and social service systems.

I am writing to advocate that the State of Wisconsin restore and fully fund the Indian Education Grant so that others like myself, will be encouraged to begin achievement of their education and career goal.

Sincerely,



Mary Maday
RR 2, Box 436AA
Ashland, WI 54806

To: Senator Jauch

From: Stan Maday *SM*
Bad River Tribal Member

Date: April 7, 1997

Re: Wisconsin Indian Grant

As a former college student with a family I strongly support the restoration of the Wisconsin Indian Grant to its previous amount of \$1,100.00 per semester. This Grant was, and is, a vital means of financial aide support in keeping Indian students at the school they choose to further their education.

I could not have stayed in college, much less graduated, if this valuable grant was reduced or not there at all. I was able to earn a Bachelor of Arts degree in Business Administration from Northland College, Ashland, Wisconsin and am presently employed by the Bad River Band of Lake Superior Chippewa Indians as Contract Compliance Specialist. The Wisconsin Indian Grant was a very instrumental part of my financial aide package that allowed me to attend and graduate from college.

I therefore strongly support the Senator Jauch amendment to restore the Wisconsin Indian Grant to its previous amount of \$1,100.00 per semester.

To whom it may concern

I am a Native American woman, 37 yrs
old. I am currently a full-time student
at Northland College. My goal is to receive
my Bachelor's Degree in Business Management.
I have worked since I was 16 yrs of age.
In the past eleven years, the only kind of
job that I have been qualified to pursue are
minimum wage, or just a little more than
minimum wage paying positions.

These low paying jobs are not enough to
support myself. By this I mean, food, housing, and
clothing, the basic needs of any human being. I
had found this out the hard way, as I left home
when I was 18 yrs of age. Since I was unable to
support myself with a job paying \$5.⁰⁰ an hr.,
I was forced to find a second job.

This is when I discovered the importance
of an education. I am two years away
from my degree. Last year I was forced
to take out student loans to meet my
unmet financial ~~need~~ aid. If I did not
take on that extra burden, I wouldn't
be able to continue pursuing my education.

I strongly, and whole heartedly support
Senator Jauch, and hope that the Wisconsin
Indian State Grant is fully restored to

its previous amount of \$2,200.⁰⁰ a year
for students so that we students can
continue to better ourselves through education.

Sincerely,

Jacqueline M. Rose
Rt 2 Box 407
Ashland, Wisconsin 54806

Student at Northland College, Ashland, WI

Testimony
1997-99 Budget Proposal Senate Bill 77 and Assembly Bill 100
April 1997

Prepared by: Dr. Linda C. Dunahee
Assistant Director of Instructional Services-CESA 10
Director, Cray Academy
Co-Facilitator, School-to-Work Council * Chippewa Valley

Address: 725 W. Park Avenue
Chippewa Falls, WI 54729
Phone: 715-720-2039

This testimony is being submitted in reference to the 1997-99 Budget Proposal particularly related to the **School-to-Work Initiatives** as stated in the proposal. I extend sincere appreciation for the opportunity to provide information and rationale which may be beneficial in the determination of the best opportunities which should be made available to students in School-to-Work efforts in Wisconsin.

Overview

Workforce development and training is a primary issue in the Chippewa Valley. Regionally, there have been many partnerships established and enhanced because of the involvement of postsecondary institutions, K-12 educational systems, and the business & industry community. The impetus for these important partnerships has been the School-to-Work initiative (STW) and the resources which we have been able to access to develop work-based, school-based, and connecting activities for students. Linking student experiences in the K-12 system to business / industry experiences, Chippewa Valley Technical College, UW-Eau Claire, UW-Stout, and UW-River Falls have been a valuable and growing effort. The attached benchmarks indicate this growth over the past four years. You will note that over 900 businesses and industries in the Chippewa Valley have partnered with school districts with school-to-work transition as a major target. Wisconsin is a leader in the nation in School-to-Work, and it is essential to continue this momentum in such a way that partnerships are advanced and have the foundation to continue working cooperatively. Our focus in school-to-work developments is on the student and making sure that we provide them the best opportunities for their futures. Please consider the following positions in order for the Chippewa Valley to continue this momentum:

School-to-Work Team / DPI Positions

The STW team in DPI should remain in DPI. STW has been grounded in the K-12 efforts, and tremendous accomplishments have occurred because of this infusion from elementary levels to secondary levels. Integrating STW concepts at all levels is essential if we expect students to have relevant experiences, workplace practices, and knowledge of future workforce needs. Maintaining these positions in DPI will assure that STW is embedded in all aspects of learning. Additionally, this will assure that all educators are stakeholders and are responsible for integrating STW into all curricular areas, guidance & counseling functions, assessment, school improvement efforts, applied/integrated curriculum, and leadership of the effort in each community. Coordination and administration of STW between DPI, WTCS, and DWD should continue.

(continued)

Definition of School-to-Work

Because there are many successful components of STW , it is necessary to keep the definition to include school-based components and connecting activities as well as the work-based programs. The proposed definition narrows the intent of STW and does not indicate an inclusion of K-12 activities currently working well beyond work-based activities (see attached).

Youth Options

The youth options proposal seems to be a direct extension of the postsecondary options which currently exists but allows a student with a specific occupational path to further and deepen that experience. In supporting youth options, it is important to prevent the choosing of this option as a "way out" of the secondary school. In doing so, it is critical to develop criteria or qualifiers which will help parents, students, and all educators understand the purpose and intent behind this important choice. Criteria might include students with specific occupational needs which are not available to them in the high school. Keeping in mind that this is an option, it is important that the state (DPI, DWD, and WTCS) form a group of practitioners representing STW consortiums and formulate the criteria. A cohesive, consistent, and cooperative effort is essential in this proposed item. This option can be very successful for some students. If criteria is established, it will eliminate any animosity between systems, and it will provide a vehicle to move this forward in a positive and meaningful manner with the students' best interest in mind.

Additionally, the proposed language states that this option would be available to "students in good academic standing" and "not a child at risk". It is important to examine this language so that students with special needs are not denied access to this option.

Changing Education for Employment Standard

Changing the Education for Employment Standard to the School-to-Work Standard is another progressive move for Wisconsin. Over the years we have advanced from career awareness, educational for employment, tech prep, and school-to-work. The foundation for all of these efforts was the integration of academic and vocational education along with work-based experiences. However, the one successful key to all of these over time has been the regional consortia or councils made up of all stakeholders in a region. It is imperative to maintain these for the systemic development of school-to-work in Wisconsin.

Summary

Momentum for School-to-Work in the Chippewa Valley is at a positive level. I encourage the legislators to continue to be proactive in providing a structure, framework, and appropriate resources to keep this going. At this time, it is more important to avoid segregation, disengagement, and animosity between the leading agencies in this state and create an environment whereby all students and learners benefit.

School-to Work Council ★ Chippewa Valley
STWOA Implementation Grant Composite Benchmark Data Report
May, 1996

Revised Copy 10/2/96

<i>Program Information</i>	<i>Actual Number 4-15-96</i>	<i>Percent</i>	<i>Wisconsin Statistics</i>
School-Based Learning:			
1. 9-12th grade students participating in job shadowing activities.	1131	7.80	7.50
2. 11th grade students with written career plans.	3036	85.30	59.00
3. 11th grade students who have formally identified a career major	1634	45.90	38.00
4. 9-12th grade students enrolled in integrated & applied academic & occupational courses	6211	42.80	28.00
Work-Based Learning			
1. 11-12th grade students enrolled in a state endorsed youth apprenticeship program	11	.16	723 students/ % Not Disclosed
2. 11-12th grade students enrolled in a STWOA skill certified COOP program	148	2.10	230 students/ % Not Disclosed
3. 9-12th grade students in all other school supervised paid work experiences	1064	7.30	4.70
4. 9-12th grade students enrolled in school supervised unpaid work experience	1187	8.20	3.40
Employers			
1. Number of employers providing all paid work-based learning opportunities. (No %)	944+		

Grade 9 population in partnerships 1995-96 3949
 Grade 10 population in partnerships 1995-96 3625
 Grade 11 population in partnerships 1995-96 3560
 Grade 12 population in partnerships 1995-96 3384

Total Grade 9 - 12 population in partnerships 14,518

Data collected from required STWOA individual school benchmark reports. Schools include 22 districts of STW Council grant, 10 schools in the CESA 11 partnership grant and the Eau Claire District grant.

Wisconsin statistics distributed at the STW State Leadership Group Meeting, September 10, 1996.

SCHOOL-TO-WORK OPPORTUNITY ACT

School-Based Learning Components

- Career exploration and counseling
- Selection of a career major by the eleventh grade
- A program of study which meets high academic standards; and
- Periodic evaluations to identify needs for additional learning opportunities to master core academic skills

Work-Based Learning Components

- A planned program of job training according to a progressive skill standard
- Paid work experience
- Workplace mentoring
- Instruction in general workplace competencies; and
- Instruction in "all aspects of an industry"

Connecting Activities include:

- Matching students with employer's work-based learning opportunities
- Serving as a liaison among parents, employers, schools, teachers, students
- Providing post-program assistance to students
- Providing technical assistance to partners in such areas as:
 - designing work-based learning
 - counseling and case management services
 - teacher training
 - training of workplace mentors and counselors
- Evaluation and followup of post program graduates
- Linking youth development activities with company strategies for upgrading the skills of adult workers

ATTACHMENT 4

University of Wisconsin Comparison of CPI to Faculty Salary

	<u>CPI</u>	<u>WISCONSIN</u>	<u>PAY PLAN</u>	<u>PAY PLAN INCLUDING CATCH-UP</u>		
		<u>PERSONAL</u>	<u>EXCLUDING</u>	<u>MSN</u>	<u>MILW</u>	<u>COMPS</u>
		<u>INCOME</u>	<u>CATCH-UP</u>			
1987-88	4.1%	6.1%	2.10%	2.10%	2.10%	2.10%
1988-89	4.6%	7.4%	2.00%	2.00%	2.00%	2.00%
1989-90	4.8%	6.2%	3.75%	11.28%	10.55%	10.67%
1990-91	5.5%	4.3%	4.25%	4.25%	4.25%	4.25%
1991-92	3.2%	7.2%	1.27%	1.27%	1.27%	1.27%
1992-93	3.1%	4.8%	4.25%	4.25%	4.25%	4.25%
1993-94	2.6%	5.6%	2.00%	2.00%	2.00%	2.00%
1994-95	2.9%	6.1%	5.00%	5.00%	5.00%	5.00%
1995-96	2.7%	4.9%	1.00%	1.00%	1.00%	1.00%
1996-97*	3.0%	4.8%	2.00%	2.00%	2.00%	2.00%
10-Yr. Avg.	3.7%	5.7%	2.8%	3.5%	3.4%	3.5%

*PROJECTED BY DRI IN NOVEMBER 1998.

**WISCONSIN DEPARTMENT OF REVENUE AND WISCONSIN ECONOMIC OUTLOOK, 10/98

CPISAL1.xls/11-18-98



**Eau Claire County
DEPARTMENT OF PLANNING
AND DEVELOPMENT**
Eau Claire County Courthouse, Rm. 1510
721 Oxford Avenue
Eau Claire, Wisconsin 54703-5481
(715) 839-4741

Housing & Community Development
839-6240

Emergency Services Management
839-4736

Land Information
839-4742

Land Use Controls
839-4743

Building Inspection
839-2944

Land Conservation
839-6226

Planning
839-5055

April 22, 1997

TO: Joint Finance Committee

RE: Written testimony - Budget Bill

My name is Richard A. DeVriend and I am employed by Eau Claire County as the Land Information Officer for the County and as the County Zoning Administrator. I am here representing the Eau Claire County Planning and Development Department, the Wisconsin Land Information Association, and the Wisconsin County Code Administrators.

I would like to speak to the proposed creation of the Land Use Council and the inclusion of the Wisconsin Land Information Program within the oversight of the Council and the WI Department of Administration. I am speaking in favor of the creation of the Land Use Council but do feel as outline in the attached letter by the WLIA that the Land Information Program should remain separate and distinct from the Land Use Council for a period of years.

The two programs although linked by the use of land data and records have two distinct agendas. The land information program is based on the gathering of technical data for the inclusion of a computerized land record system. The land use proposal is meant to consider policy issues on a local and state wide basis. To include the land information program, a world reknown program, under the land use initiative would be unnecessary action and potentially impede the progress of the land information program. It is better to let the both programs function separately until the Land Use Council has developed the land use initiatives for the state of Wisconsin such as the Wisconsin Land Information Board has done for the land information Program.

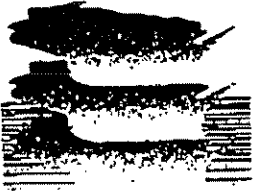
I do have a question on the funding for the Land Use Council as proposed. Part of the funding is designated to be captured from the budgets of several of the state departments. My question is that under the tight budgets that these departments operate under, what programs will be reduced or eliminated because of this requirement.

I recommend the State Legislature follow the recommendations of the WLIA . This action will allow both programs to meet the goals established for them. Thank You for the opportunity to speak with the Committee, today.

Sincerely,

Richard A. DeVriend

Eau Claire County Land Information Officer



WISCONSIN LAND INFORMATION ASSOCIATION

Post-It Fax Note ^{4/265} 7671		Date 4/21/97	# of pages 3
To Rich De Vriend		From Dave Foddy	
Co./Dept. Can. Elise L.		Co. St. Louis Co.	
Phone #		Phone # (715) 386-4672	
Fax # (715) 839-4854		Fax # (715) 386-4686	

Fax 389 • Wild Rose, WI 54984 • 1/800/344/0421

To: Members of Wisconsin Legislature

From: D. David Moyer, President, Wisconsin Land Information Association

Date: April 8, 1997

RE: Budget Legislation Related to the Creation of the Wisconsin Land Council and the Elimination of the Wisconsin Land Information Board (Sections 55, 97 and non statutory section 9101; Sections 44, 51, 133-142, 669, 672, 673, 682-684, 774, 775, 1156, 1164, 2164, 2175-2178, 2489 and non-statutory section 9101)

Officers

D. David Moyer, President
Dawn Danielson, President-Elect
Michael Hansen, Past President

Directors

Timothy Barnett
Mary Buckle
Roseanne Brunen
Paula Cummings
Patrick Ford
Todd Hultgren
Hugh Harpke
Brenda Hemsusul
William Holland
Dennis Mickish
Stephen Vennema
Barbara Wettsch
Ron Voigt, Secretary/Treasurer

I am writing to convey the urgent concerns and reservations of the membership of the Wisconsin Land Information Association (WLIA), regarding the above legislation which sets up the Wisconsin Land Council (WLC) severely cripples the Wisconsin Land Information Program (WLIP), and abolishes the Wisconsin Land Information Board (WLIB), the policy board that administers the WLIP.

The WLIA is comprised of over 500 members from a wide variety of professions who are united in the common goal of improving land information in the state to assure that all land information users have the best possible foundation for decision-making. To this end, the WLIA has worked long and hard over the past ten years to help develop and implement what is widely acknowledged as the premier land information program in the country.

Land information as used in the WLIP is a broad term that includes local land records, property tax administration, environmental data, emergency government/E-911, health and social services, and administrative data, such as Census/redistricting. From a technological perspective, land information systems include geographic information systems (GIS), tax management systems records management (e.g. Register of Deeds), surveying and public land survey, global positioning systems, and other tools used by state and local governments. To be sure, land use planning is a component of land information, but there are many other equally important facets. As an organization of professionals, we believe the current WLIP structure takes into consideration all of these facets, with state and local governments and the private sector "at the table working together."

The leadership of the WLIA has been actively working to improve the above legislation since rumors of its existence first surfaced last fall. We have met with Mark Bugher of DOA, Kathleen Heuer of DOR, and others, in an attempt to have modifications made that would assure the WLIP continues as a model land information program for the Nation. Unfortunately, our efforts thus far

have been totally unsuccessful (our suggestions being totally ignored or met with assurances that the proposed budget legislation "implies" what we are requesting). Therefore, we are appealing directly to you to make modifications to the proposed legislation to assure the following:

1. Continuation of the WLIP as an independent program, devoted to provision of information for all land activities in the state.

- As presently drafted, the Wisconsin Land Council (WLC) provision in Governor Thompson's budget abolishes the WLIP, and places what would remain of the WLIP under DOA, to be administered in a top down manner. The reason the WLIP has been so effective is that it is grass roots controlled, with each county being responsible for development of the local land information system, as well as development and maintenance of most land information in the system, supplemented with statewide files from State agencies, all in digital form.

- The WLC proposal focuses only on land use information, whereas the WLIP is designed, and is providing, information for all land related activities in the state. Land use information accounts for only a small fraction of the land information contained in the typical county land information system.

2. If DOA wishes to give added attention and emphasis to land use planning and land use information, it should be done cooperatively as part of the WLIP, not as a separate effort, such as the WLC proposal, which promotes further fragmentation.

- The ill-conceived approach of putting WLIP components under the WLC will dilute the efforts of all other land information program efforts outside of land use, and likely result in a piecemeal approach to deal with what we agree is very important, land use planning.

- It would be far better to provide additional resources for the WLIP to deal with and give priority to land information need for land use planning, require all land related State agencies to participate fully in the WLIP, and continue to have all aspects of the WLIP, including provision of information needed for land use planning administered by the WLIP.

3. Modify the proposed budget bill language to preserve the legislative charges of the WLIP, maintain the segregated funding that supports current WLIP activities, and preserve and maintain the dedicated staff and independent body of expertise that is provided by supporting advisors and professional associations.

The WLIP is supportive of modifications to the proposed Budget Bill language to help assure that both the WLIP and improved land use planning can proceed in parallel. To that end, our membership voted at our recent annual meeting to support:

a. Addition of one WLC seat to the WLIP.

b. Add land use mapping as a legislatively directed Foundational Element of the WLIP.

c. Concurrent sunset dates for both the WLC and the WLIP.

d. Parallel evaluation and performance reviews for both the WLC and the WLIP.

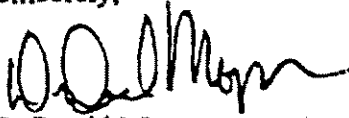
I should note that we share Secretary Bugher's concern regarding duplication. Indeed, one of the

great successes of the WLIP has been the reduction of duplication within and among governments on a wide range of activities. We are concerned that the proposed Budget Bill language will aggravate, not alleviate duplication. With the focus on land use planning, broader and much larger coordination issues related to land information will not be addressed. We are concerned that this legislation will return the State to a situation where counties and State agencies will not be encouraged to work together on environmental, infrastructure, and other issues. The result will be more, not less duplication as individual agencies and jurisdictions go off on their own rather than work together to create standards and make regional investments.

In short, a merged WLIB and WLC will severely damage the highly successful Wisconsin Land Information Program that is already in place by 1) diluting efforts concerning land information in general, 2) concentrating additional power in DOA for a top-down, one-size fits all approach, 3) severely reducing the local government and public input and support of the current Wisconsin Land Information Program, 4) severely restricting the development of tools and an information base to serve all land information users in the state, and 5) jeopardizing the tens of millions of dollars in state investments that have been made in the Wisconsin Land Information Program over the last six years.

Please let me know if you wish further details or if I can be of assistance in any other manner.

Sincerely,

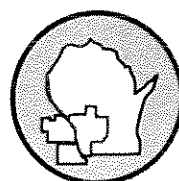


D. David Moyer
President
Wisconsin Land Information Association

cc: Mark Bugher, Kathleen Heuer
WLIA Board of Directors
WLIA Legislative Response Task Force

AN ALLIANCE

THE ROSS
**Medical Health Science
Consortium**



*"I commend the La Crosse
Medical Health Science
Consortium for outstanding
initiative and forethought in this
time of drastic change in
healthcare.*

*"Through this alliance, Western
Wisconsin is setting a course for
leadership and excellence in
healthcare and health education,
and in so doing, securing its own
economic health."*



*Tommy Thompson
Governor
State of Wisconsin*

Franciscan Skemp Healthcare

Gundersen Lutheran

The University of Wisconsin-La Crosse

Uiterbo College

Western Wisconsin Technical College



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EXECUTIVE SUMMARY

MEETING WISCONSIN'S NEEDS FOR PRIMARY HEALTH CARE PROVIDERS

A REPORT TO THE CITIZENS OF WISCONSIN

*by the Workforce Forum
Convened by
The Consortium for Primary Care
in Wisconsin*

May 1996

Major funding for the Workforce Forum and the development of this report was provided by:

- Aurora Health Care
- Consortium For Primary Care In Wisconsin
- Humana Wisconsin Health Organization
- Medical College Of Wisconsin
- Rural Wisconsin Health Cooperative
- University Of Wisconsin Medical School
- WHA Foundation Inc.

Additional support was provided by:

- Dean Medical Center
- Great Lakes Inter-Tribal Council/Indian Health Services
- Wisconsin Manufacturers and Commerce

M I S S I O N

The Consortium for Primary Care in Wisconsin exists to promote the availability, accessibility and affordability of health care and to emphasize the value of primary and preventive health care services for the people of Wisconsin.

- ❖ The complete report is available from the Consortium office.

May, 1996

A Note from the Chairs

The Consortium for Primary Care in Wisconsin is most grateful to the Workforce Forum members for their time, ideas, dedication, and persistence. We also sincerely thank the organizations, listed on the cover, that provided funding for the development and distribution of this report.

We want to share our pride in the Workforce Forum's success! The process set for the Forum was an impressive challenge, not easily addressed, in that we brought to the table many **diverse players** each with **unique interests**. A priority task was to attempt to understand each other's point of view -- the various health professional disciplines -- employers and managed care organizations -- and underserved communities and populations. The Forum's work is also commendable in that, to the best of our knowledge, **Wisconsin is the only state that has accomplished state-level, interdisciplinary workforce planning** despite the fact that many national groups are recommending such activity.

We value highly the integrity of the Forum's process and the consensus that evolved around the conclusions and recommendations. However, the **work is just beginning** for Forum member organizations -- as well as for the educators, employers, legislators, practitioners, health policy planners, and citizens to whom this report is directed. The challenge ahead is to **use this report as a springboard** for continuing workforce planning to be undertaken by the multiple primary care players in this state.

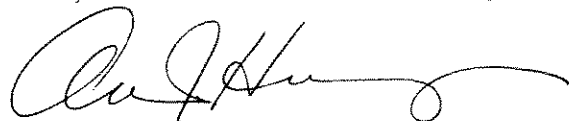
So, congratulations to you -- and congratulations to us -- for undertaking something that no other state has tackled and for coming up with a document that will be used in the future as we work together and separately to expand primary care services in Wisconsin.

Sincerely,



Vivian Littlefield, Chair
Consortium Steering Committee

Dean, UW Madison School of Nursing



Ann J. Haney, Chair
Workforce Forum

Former, State Health Officer
Current, Dean Care HMO, Vice President Development

WORKFORCE FORUM MEMBERS

Members of the Forum were chosen as experts and interested parties from a variety of different perspectives - communities, employers, providers, educators.

Ann Haney, Chair
Former State Health Officer, Division of Health

Rachel Morgan
Black Health Coalition

Ivan Imm, Vice-Chair
La Crosse Medical Health Science Consortium

Fred Moskol
Wisconsin Office of Rural Health

Audrey Bryan
UW Eau Claire School of Nursing

Margaret Miller
Aurora Health Care

William Carr
Humana Wisconsin Health Organization

Beverly Muhlenbeck
Sauk County Public Health Department

Dorothy Erdman
Eagle River Memorial Hospital

Mary Mundt
UW Milwaukee School of Nursing

Donna Friedsam
Wisconsin Primary Health Care Association

Pat Neeley
Dean Medical Center

Maria Gamez
Latino Health Organization

Greg Nycz
Marshfield Clinic

Forrest Girdley
UW Physician Assistant Program

Judy Pendergast
Wisconsin Nurses Association

Richard Heinz
Wisconsin Division of Health

Larry Rambo
Prime Care HMO

Richard Holloway
Medical College of Wisconsin

Tim Size
Rural Wisconsin Health Cooperative

George Johnson
Reedsburg Area Medical Center

Susan Skochelak
UW Medical School

Marvin Kolb
Wisconsin Health and Hospital Association

Jane Thomas
Wisconsin Department of Development

Suzanne Matthew
Northern AHEC

Madeline Wake
Marquette University College of Nursing

Linda McFarlin
Adams County Public Health Department

Dale Wolf
Great Lakes Inter-Tribal Council/ Indian Health Service

Staff to the Forum:

Primary Authors: **Roberta Riportella-Muller, Ph.D.**, University of Wisconsin - Madison, University of Wisconsin Cooperative Extension, and **Donald L. Libby, Ph.D.** consultant, both working under contract with the Consortium.

Administrator: **Susan Tillema**, Executive Director, Consortium for Primary Care in Wisconsin

Research Assistants: **Catherine Clark** and **Patricia Wheeler**

EXECUTIVE SUMMARY

In June 1995, the Consortium for Primary Care in Wisconsin convened a Workforce Forum to address issues related to the supply and demand for primary care providers in the state. The Workforce Forum included representatives from the provider education schools and programs, employers, managed care organizations, and underserved communities. A major task of the Forum was to engage in a process that would build understanding among members and consensus in a final report.

The initial charge to the Forum was to develop a primary care workforce plan to address issues related to the supply (numbers, type, distribution) and demand for primary care providers in the state. During the course of the Forum's nearly year long deliberations, a nominal group process was undertaken to identify members' workforce concerns and numerous presentations were made on a variety of workforce topics (see Appendix B). Many points of view were considered and a large body of data was presented. During the course of its work, the Forum expanded its initial charge to include attention to: 1) ways in which a rapidly changing market is forcing reconsideration of how a workforce is produced to meet demands and 2) the special needs of underserved populations.

The full report is available from the Consortium office. The address and phone number are listed on the cover. The full report documents the Forum's work on the issues and questions that led to the following conclusions and recommendations. The report also presents the Forum's background data and analyses related to Wisconsin's provider supply-- the number and distribution of physicians, nurse practitioners, certified nurse midwives, and physician assistants. The recommendations are directed to educational institutions, managed care organizations, health policy decision-making bodies, state agencies and other concerned citizens as they produce and plan for Wisconsin's primary health care workforce. For the future, the Consortium sees ongoing workforce planning as a critical activity in Wisconsin.

The Forum Concludes:

- 1. The major primary care workforce problem in Wisconsin is the maldistribution of primary health care providers leading to acute access problems in underserved areas.**

Several recent reports about national health care workforce issues conclude that the United States is facing a surplus of providers, particularly physicians. Discussions around these issues have diverted attention from the critical ones facing Wisconsin, that is, *large numbers of Wisconsin residents are without reasonable access to a primary care provider for reasons of geographic, financial, social and cultural barriers*. Increasing or decreasing numbers of providers may or may not affect where providers will locate and which populations they will serve. That is, solely producing more primary care providers may not be sufficient to

influence where these providers locate. Solutions to the distribution problem are multifaceted, requiring interventions at the training and placement levels.

2. **Current initiatives aimed at meeting the demand for primary care providers, if continued and strengthened by the educational institutions, are on course to meet the demand in terms of absolute numbers of providers, but may not lead to the appropriate distribution to underserved communities.**

Several recently implemented programs in Wisconsin designed to increase the number of primary care providers in medicine and nursing and for physician assistants reflect a well-respected vision of readjusting the health care workforce to focus on primary care. The continued high level of specialist production, particularly physician specialist production, can only serve to detract from the development of solutions to the provision of primary care for all Wisconsin residents. *With aggressive attention to these concerns, and support of current initiatives in place to redress historical patterns of production, the educational programs will produce a sufficient number of primary care providers to meet a variety of future projections of demand in Wisconsin.*

However, there are four issues that highlight the need for continued monitoring and further investigation. The first is discussed in conclusion #1 above: having “enough” primary care providers does not mean they are located where they are most needed. The other three issues follow:

- a) While the projection models used in this report represent the state of the art for this type of modeling, the future is not always predictable. Some variables that might change current supply/demand projections include change in health status of the population related to new diseases and available technology and treatments, changes in patient expectations, changes in the organization and delivery of medical care services, and the degree to which the population can access the health care system. Therefore, continued monitoring is needed to ensure that funds are directed to the most comprehensive and accessible primary care services that are culturally sensitive and cost effective.
- b) While there are projected to be a sufficient number of providers, the optimal mix of providers for different population groups is unknown and should be the focus of future investigations. Physicians, nurse practitioners, certified nurse midwives and physician assistants each have unique contributions to make to the delivery of primary care services. Care can be provided by a variety and combination of professionals in different settings, and team provided care is an emerging preference. Non-physician providers experience barriers to practice that interfere with their distribution and the development of partnerships for collaborative practice.
- c) Future planning should consider how allied professionals and lay support providers enhance the quality of care. An ideal team approach would include a broad range of allied

professionals (e.g. translators and social workers) as well as lay health support workers, (e.g. community outreach workers and case managers).

3. A major factor affecting the practice of primary care is the growth of managed care organizations in the health delivery system.

Major changes in health care delivery are underway as providers and institutions join together to form managed care organizations. This has been a powerful force in promoting the expansion of primary care, and these changes are expected to continue to increase the demand for primary care providers. These systems are fast becoming the major payers and contractors of primary care providers, resulting in a relative decrease in the demand for medical specialists. While medical and nursing schools, training programs and consumers play a role in this process, the role of market forces is simply of greater importance. When factoring in the needs of these large payers/contractors in future projections, a distinction needs to be made between new demand and a shifting of demand. New demand is an increase in the absolute number of providers needed, while a shifting of demand is the transference of staff and clients from one provider system to another as competition intensifies in the evolving market place.

The influence of the managed care organizations on the primary care practice environment means a redirection in the way primary providers are trained. Provider educational programs must adjust curricula to incorporate the philosophy and practice of managed care.

The MCOs have the opportunity to *improve access* for significant portions of the population *if they move into currently underserved areas* where recruitment and retention of primary care providers has traditionally been more difficult, and where issues of provider retirement are felt more keenly. Conversely, there is *the potential that competitive systems*, ones that aggressively recruit the most highly qualified into already well-served areas, *may erode the distribution of providers in less well-served areas*. Further, lack of insurance remains a barrier to care not necessarily overcome by the geographic expansion of health care systems.

4. State and federal funding mechanisms for provider training, particularly through Medicare and Medical Assistance, play a powerful role in influencing the selection of primary care practice and location.

Physician residency training is supported primarily through Graduate Medical Education (GME) payments from Medicare and Medical Assistance. These funds almost exclusively support training at teaching hospitals, which focus on inpatient specialty care. The creation of a workforce based on the demands of the inpatient system is acknowledged as being mismatched to the actual medical care needs of the population. Further, lack of these funds available for other providers limits the production of nurse practitioners, certified nurse

midwives, and physician assistants and the efforts of their training programs to encourage primary care practice among their graduates.

Though some federal funds support initiatives to increase the number of physician assistant graduates selecting primary care in rural and underserved areas, primary funding comes through the medical schools and is therefore constrained by the forces which influence the GME funding stream.

Federal nursing education funds, similar to GME, are channeled through hospitals and generally go to diploma nursing programs. Since Wisconsin no longer has diploma nursing programs, it does not benefit optimally from these federal moneys.

Several proposals are under consideration at the federal level to redirect the way Medicare GME funds are distributed. States are also considering the methods by which state Medical Assistance programs finance GME. This provides opportunities to consider how such funds might support training in primary care and ambulatory care settings. At the same time, potential reductions in GME financing at both the federal and state level will have a serious impact on the ability to shape the physician workforce overall and, potentially, on the ability to meet the needs for the production of all physicians, including primary care providers.

The Forum Recommends:

A primary goal for Wisconsin should be the education and equitable distribution of primary care providers who have knowledge and skills to provide high quality, comprehensive and culturally sensitive care in communities. To meet the problems of underservice, Wisconsin must support efforts that encourage the production of primary care providers and the placement of those providers in areas of highest need.

All of the following recommendations have fiscal implications. While specific amounts are not indicated, the actions recommended below should receive high priority for funding. This may involve the allocation of new funds and/or the reallocation of current funds within institutions.

1. Support primary care provider recruitment initiatives:

- **Implement the Rural Health Development Council recommendations to modify the Physician Loan Assistance Program and make similar modifications to the Health Care Provider Loan Assistance Program.**
- **Provide a state income tax exemption for moneys received under these programs.**

With the expected increase in the number of primary care providers, it is important that the state use its limited resources to address higher need primary care practices. The recommended revisions to the Physician Loan Assistance Program provide for a maximum of \$50,000 toward the payoff of medical school loans over a three, rather than a five, year period. Additionally, the recommended change would provide for larger pay off of loans in the first and second year, an attractive proposition. This would be a much stronger recruitment tool for underserved counties than the program currently provides.

For both the Physician Loan Assistance Program and the Health Care Provider Loan Assistance Program state income tax exemption for the loan repayment amounts received by providers would improve their attractiveness and made them more useful as a community recruitment and retention tool. Loan repayment amounts (a maximum of \$20,000 for physicians, \$10,000 for other health care providers in the first and second years) must be paid directly to the providers' lenders to pay down the loans. While this greatly assists the provider in reducing his/her debt, the state and federal income tax burden is often as much as one third of the money received. Little can be done about the federal tax burden, but eliminating the state tax on this program seems a reasonable expense for the expected payoff.

2. Create the capacity to provide technical assistance in three to five communities yearly that have the most severe recruitment and retention problems.

Communities that have chronic difficulties in recruiting and retaining physicians and other primary care providers generally face a multitude of problems. Patient volume may be inadequate or there may be large numbers of uninsured, underinsured, and government-pay patients. Salaries may be too low and clinics may lack the resources for typical recruitment bonuses. There may be outdated facilities and equipment, too much on-call or overtime work, professional isolation or an overall lack of professional satisfaction. The community itself may offer few amenities.

Targeted, multidisciplinary technical assistance would help communities. Solutions might involve fund raising for a new facility, recruiting the resources of an outside health system, creating an Area Health Education Center (AHEC) site, finding a physician and spouse with a family in the area, establishing a federally qualified health clinic, and/or improving the community through broader economic development efforts. Strengthening the community and its ability to address a multitude of factors affecting health provider shortages is an approach that is likely to have a long-term positive impact on the health infrastructure and on broader community development as well.

3. Encourage collaborative models of primary care and eliminate barriers to practice wherever possible.

Collaborative models of primary care recognize the diversity of primary care needs and the complementary practice skills of different provider groups. In order to build strong systems of primary care for the people of Wisconsin, existing barriers to practice for non-physician providers should be removed and continued development of new primary care models encouraged.

- **Support for collaborative and complementary primary care models should be encouraged in Wisconsin.**
- **Direct third-party reimbursement to non-physician providers for services rendered should be a health policy issue in Wisconsin.**
- **Exploration of innovative ways to involve allied health professionals and lay support workers on primary care teams should be encouraged.**

4. Consider alternative funding mechanisms for physician residency training, including seeking a broader base of funding support for essential academic health professional activities.

Any attempts to influence the selection of primary care practice and location needs to consider the powerful role of state and federal funding mechanisms for training. Current federal proposals call for reductions in support for both direct and indirect medical education

funding through Medicare and Medical Assistance. Direct funding is paid to those hospitals that have physician training programs. Since the amount is based on the numbers and only paid for those months the resident physicians work in the hospital, the incentives have been to keep the numbers in training high and to keep the training in hospital settings. Teaching hospitals have also received federal funding for training through Medicare indirect payments through the DRG coding for diagnoses. The DRG rate for teaching hospitals is adjusted to reflect the higher costs of providing care in these settings. The higher reimbursement receipts are then used to support the training missions of the hospitals.

5. Create new, and sustain current, residency and provider training opportunities in rural and urban underserved areas since providers often decide to practice in the communities where they are trained. To do this, the following actions should be undertaken:

- **Redirect graduate medical education (GME) funding, particularly through Medicare and Medical Assistance, to ambulatory settings.** As a state, Wisconsin should anticipate all funding changes and encourage ongoing evaluation. The recommendations of the Governor's Task Force on Hospital and Academic Medical Center Costs, 1995 (available from the Office of the Commissioner of Insurance) should be implemented. Part of any redirected GME funds should be earmarked for primary care preparation. Further, the state can attach training funds to the medical resident, encouraging training outside of hospitals.
- **Work with the federal government to have current funds for nursing education detached from diploma based programs.** Federal funds should be directed to existing nursing education programs.
- **Assure funding streams for physician assistant training.** Current programs receive direct support through the UW Medical School and some through special federal programs directed toward the placement of physician assistants in underserved areas. As the competition for shrinking federal funds grows stronger, increased state funding will be needed to support these programs.
- **Continue support of the family medicine residency programs for rural training sites.** A significant source of primary care training funds for the past 25 years has been the state's commitment of GPR funds for Wisconsin's family medicine residency programs at the University of Wisconsin System (Appleton, Eau Claire, Madison, and Milwaukee), the Medical College of Wisconsin (Columbia, St. Catherine's, St. Mary's, St. Michael's, and Waukesha Memorial) and at St. Frances in La Crosse. Since these programs have demonstrated their ability to place their graduates in relatively underserved areas, the state should continue or extend its commitment to the direct funding of the residency slots through GPR. Further, given the inflexibility of the funding for these

programs, they suffer disproportionately from across-the-board cutting of GPR funds and should be given high priority for exemption from such budget cuts.

- **Increase the state budgetary support of the Area Health Education Centers so that the AHEC can continue to carry out its functions.** The Area Health Education Centers system (AHEC) is one of Wisconsin's key programs in encouraging primary care careers, promoting interdisciplinary training among health professionals, and addressing provider distribution problems. AHEC is a crucial resource for the medical and nursing schools as they seek to expose students and graduates to primary care practices in rural and urban underserved areas. The regional AHECs are also a primary resource connecting rural practices with educational and other resources. Federal dollars helped to establish AHEC but the program calls for gradual elimination of federal assistance. Increased state funding will be needed to sustain the AHEC in the future.
 - **Provide direct funding to support community practice networks and clinics in underserved areas that are linked to education and training programs.** These linkages would enhance access to service and provide sites for community-based training. They would also bolster provider retention in underserved areas by reducing isolation and ensuring a viable, long-term professional practice. This strategy was endorsed by the Association of Academic Health Centers: "Initiatives to redirect medical education must be coupled with initiatives to improve access to care in underserved communities" particularly through support for front-line providers of care to the uninsured.
6. **Encourage the UW Medical School and the Medical College of Wisconsin to continue to emphasize programs that encourage medical students to enter primary care practice in rural and urban underserved areas.**

Production of physicians must remain constant if projections about adequacy of supply for a variety of demand scenarios is to hold true. Both UW Medical School and Medical College of Wisconsin have implemented a wide range of curriculum changes, admission policy revisions, and program supplements to increase medical school interest in and support of primary care. As medical schools face general budgetary constraints as well as pressure to reduce enrollment, it is important that they be supported to continue strategies designed to improve the number and distribution of primary care physicians. As national reports highlight excess numbers of specialty physicians, the need to reallocate funds toward primary care training programs in underserved areas becomes critical.

7. **Encourage Wisconsin's nursing schools and physician assistant programs to continue to emphasize programs that encourage students to enter primary care practice in rural and urban underserved areas.**

Current levels of production for nurse practitioners and physician assistants must be maintained in order to meet the anticipated need for a variety of demand scenarios. The

nursing schools and the physician assistant programs have implemented a wide range of curriculum changes, admission policy revisions, and program supplements to increase interest and support of primary care. Because the length of time necessary to train nurse practitioners, certified nurse midwives and physician assistants is shorter than for physicians, the reliance on these providers is all the more necessary to meet current needs in underserved areas.

- 8. Encourage the medical schools, the nursing schools, and physician assistant training programs, in concert with the managed care organizations, to engage in workforce planning and to adjust program curriculum and enrollment accordingly.**

A number of variables affect the type and mix of providers needed. These variables must be evaluated on an ongoing basis so that the education program curricula can be expanded and enrollments can be adjusted periodically with minimum disruption to the training programs themselves. As the influence of managed care organizations on the primary care practice environment grows, the educational programs need to be attentive to the philosophy and practice of managed care and to adjust their curricula accordingly.

- 9. Support minority student recruitment, the special area student recruitment efforts of the AHEC program, and student recruitment efforts by all of Wisconsin's primary care provider schools and programs.**

One of the ways to ensure placement of providers in underserved areas or for underserved populations is to recruit students from those areas. The AHEC system is well-positioned to do this through its current student recruitment efforts but a funding stream specifically targeted to this must be secured. Scholarships for minority students should continue to be made available to the schools and programs.

- 10. Study the impact of potential changes in the funding of medical school residency training programs to determine the effect on disadvantaged populations and potential adverse effects to the economic viability of teaching hospitals.**

Medicare funding changes to reduce the number of specialty physicians are likely within the next five years. These major changes will put teaching and public hospitals in financial jeopardy because they are heavily dependent on residency programs for staffing and funds. Further, as these hospitals serve a disproportionate share of the uninsured and underinsured, the adverse consequences of changes in residency training funding will affect them disproportionately. By anticipating the impact of Medicare policy changes, Wisconsin can seek to influence the federal government to create policy and funding mechanisms to minimize these adverse consequences.



Wisconsin Council 40 AFSCME, AFL-CIO

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Michael Murphy
President
Robert W. Lyons
Executive Director

DATE: April 22, 1997
TO: Members of the Joint Finance Committee
FROM: David Stark, Executive Board Member, District #5
RE: Transportation Funding

We appreciate the opportunity to communicate our concerns about transportation funding to members of the Joint Finance Committee. Our union represents many municipal street department and county highway workers throughout Wisconsin. We see on a daily basis the need for additional state funding assistance that will enable local governments to maintain and improve our transportation infrastructure.

Local government faces a situation where the street and highway costs of the future could increasingly shift over to the property tax. This could displace funding for other important public sector programs and anger local taxpayers who would unfairly bear the burdens of road programs.

We believe that Wisconsin's road network is fundamental to economic development and the creation of good jobs. As such, the funding of that network should be a state responsibility. Manufacturing, services, tourism, agriculture, and forestry all depend on a healthy road network. Investing in this network is a prudent economic development decision.

We note that Wisconsin does not utilize a number of the revenue options employed by other states. This creates an impression of a high gas tax in our state. In addition, Wisconsin's registration fees are not as high as many other states.

We believe that the Transportation Development Association's proposal of a 3¢ gas tax increase and a \$10 registration fee increase deserves consideration.

We are not in a position to call for specific solutions to Wisconsin's transportation problems, but we do feel comfortable in asking you to support higher levels of local transportation aids and in asking you to keep an open mind on all revenue options that could help fund these needs.

Again, thank you for the opportunity to present our concerns.

DS/mmb

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in the public service



Joint Finance Testimony (April 22, 1997)

My name is Don Leake. I have been teaching at UW-River Falls for almost 14 years. I am currently the chair of the Faculty Senate at UW-River Falls. I have been the chair of the Math/CS Department at UW-RF for the last six years.

I am originally from Missouri. I earned my bachelor's degree from the University of Missouri in Columbia, Mo. I received my doctorate from Washington University in St. Louis. In between I spent a couple of years teaching high school in Zaire with the Peace Corps.

I am here primarily to testify in support of the Governor's proposal for management flexibility that would allow the Regents to collect and spend up to 105 percent of tuition revenues set by the Legislature. With this year's budget constraints I feel that "flexibility" is the only way that ~~that~~ my institution will be able to offer competitive salaries into the 21st Century.

I make no apologies for not addressing other items in the budget. I am generally satisfied with the Governor's budget as it pertains to the University System; not overly satisfied, just satisfied. I am, however, concerned about the compensation package proposed by the Regents being adequately funded.

I sympathize with you committee members. Your job is not easy. You have to listen to constant requests for more. And maybe you interpret silence as satisfaction with what we've got. Part of the reason that I am here is to make sure you know exactly what we the faculty and academic staff members at an institution like River Falls have.

I believe that UW-Madison and UW-Milwaukee have ample opportunity to convey their messages. Likewise, I will let the Center System speak for itself. But permit me to focus on the 11 comprehensive institutions of the UW System, the ones whose missions are most like the mission at my institution.

In 1996-97 the average assistant professor at a comprehensive institution earned about \$38,800. There are about 700 of these individuals. The average age of a nontenured assistant professor is currently about 41.

In 1996-97 the average associate professor at a comprehensive Institution earned about \$44,900. There are about 850 of these individuals. The average age of an associate professor is currently about 50.

In 1996-97 the average full professor at a comprehensive institution earned about \$54,900. There are about 1100 of these individuals. The average age of a full professor is currently a little over 54.

You see, at a comprehensive like River Falls, a faculty member is fortunate to make \$1000 for every year of age.

This collective body of faculty is larger than the combined faculties of UW-Madison and UW-Milwaukee. But, this is clearly not the Madison profile: 39 year-old assistant professors averaging \$47,500, 44 year-old associate professors averaging \$53,500, or 54 year-old full professors averaging \$71,100.

Living on the Minnesota-Wisconsin border I have the opportunity to occasionally listen in on what life is like on the other side. Sometimes it is not encouraging. In 1994-95 we were somewhat at parity with comparable Minnesota institutions: UM-Duluth, UM-Morris and the 7 state universities. Then, UW comprehensives averaged salaries of \$47,000 while the Minnesota institutions averaged \$46,900. But, over the 95-97 biennium Minnesota got 3% and 4% raises, while we got 1% and 2%. Now they are talking 6.5% each year of the next biennium. And we are talking at best 4% and 4%. We will know exactly how far compensation for Wisconsin faculty trails compensation for Minnesota faculty this year in June when the AAUP releases its final figures on the economic state of higher education in 1996-97.

Some are saying that we are at a cross-road for the University of Wisconsin System. Will the University System be able to rebound from a 33 million dollar budget cut in the last biennium? It very well could be that we have already passed the cross-road. If we continue on the path that we are on we will not see a dramatic deterioration of the system. It's too big for that. The erosion will be gradual. This legislature won't be blamed. This will be a long process. There is no sudden death and there are no quick fixes. If you do not act now, we will be in an even deeper hole in 99-01.

I'll be honest about what I am asking you to support. Tuition increases will be needed (though probably not at the level of 105%) to pay for whatever remainder of the compensation package is unfunded by the budget. At River Falls tuition and fees for a Wisconsin resident amounted to \$2,565 for 1996-97. Minnesota residents under reciprocity paid \$2,884, over \$300 more. Increasing the Wisconsin yearly tuition by \$100-150 would still preserve the System's low ranking (8 out of 9 public institutions) in the Blg 10.

A few years back when California and other states were having problems funding higher education, I was thankful that Wisconsin was guided by prudent economic leadership. Our institutions of higher education have not had to undergo traumatic changes due to poor fiscal management. I trust that this excellent stewardship will continue to the end of the decade. I urge you to approve the Governor's plan.

Thank you.

TO: Members
Joint Committee on Finance

FROM: Gerald Munyon
School to Work Coordinator
Chippewa Falls School District

DATE: April 22, 1997

RE: Response to the Governor's 1997-99 Budget Recommendations

I wish to respond to only those items from the Governor's Budget Recommendations that would bring the most significant impact to the School to Work and Vocational Education Programs in the Chippewa Falls School District and Chippewa Valley School To Work Consortium of K-12 School Districts. My comments are focused on the items titled School to Work Team, Changes to the Statutes of the Department of Workforce Development and the Youth Options Program.

School to Work Team

It has been my task to read and dialogue over the past four months with area School to Work Coordinators and representatives from DPI and DWD regarding the proposed transfer of the 13.00 FTE positions from DPI to DWD. It does become a very logical argument from the perspective that DPI does not want to transfer the 13.00 FTE positions to DWD because it could seriously fragment the School to Work development and leadership efforts now established with k-12 School Districts. I am equally understanding that DWD can justify the transfer of the 13.00 FTE positions to establish a more centralized and manageable approach to the Governor's School to Work Agenda and the School to Work Opportunity Act Funding. However, it is my experience that DWD has many more cabinet level powers under the Governor which can further extend additional regulatory powers over k-12 School Districts. This is evidenced in the way that school districts must currently comply with accessing School to Work funding and expand Youth Apprenticeship Programs. The DPI in contrast is viewed as a advocacy agency by the k-12 school districts and shaped by the state constitution with an elected State Superintendent of Public Instruction with a specific mission to address the educational needs of students through

a leadership and consultative role to all k-12 school districts in Wisconsin. The transfer of these positions to DWD will certainly be viewed by the already over regulated k-12 school districts as another "master" to watch over us. It is therefore my recommendation the 13.00 FTE positions should remain with DPI to insure the School to Work components of School Based Learning, Work Based Learning, and Partnership Activities is securely integrated into k-12 education.

Changes to the Statutes of the Department of Workforce Development

I support the effort to merge the Education for Employment Standard into a single School to Work Standard but under the Department of Public Instruction. The seven components of the Education for Employment Standard should be retained and moved into the three components of the new School to Work Standard. This budget recommendation could address a dilemma that exists currently with many k-12 school districts who are struggling to understand if a concept like School to Work must be treated as separate and very complex structure or should it be viewed as simply expansion of the Education for Employment Standard..

Youth Options Program

This budget recommendation I understand is a very important and debatable issue for both k-12 School Districts and Technical Colleges. The idea of a comprehensive k-14 education pathway for students is being implemented or being considered in other states as a means to bring together the secondary and post secondary educational resources to address the public credibility of the high school diploma. It is my concern from the viewpoint as a School to Work Coordinator that the current Youth Options Proposal has too many vague and embedded issues which have not been thoroughly reviewed by a joint task force or committee with representation from both the k-12 and technical college community. The Youth Options Program Proposal does not provide a complete and clear solution to the financial and k-12 enrollment impacts it can impose on k-12 School Districts. It should also be reviewed in terms of a timeline to allow k-12 School Districts and Technical College Districts to phase it in over a two or three year period.

This concludes my remarks and response to the Governor's Budget Proposals affecting Elementary and Secondary Education. I thank you for the opportunity to present my testimony.

Gerald Munyon
School to Work Coordinator
Chippewa Falls School District